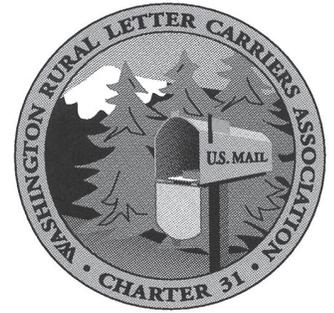


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association
Winter 2015 Edition



Where Service Begins With a Smile

A First For a Member and King-Snohomish County Unit

King-Snohomish County's own Taralee Mohr pulled together a first. Through hard persistent work Tara convinced Congresswoman Suzan DelBene to attend and speak at K-S County's meeting in October 2014.

Congresswoman Suzan DelBene represents Washington's 1st Congressional District, which spans from northeast King County to the Canadian border, and includes parts of King, Snohomish, Skagit and Whatcom counties. The K-S County board and Tara called the other county units covered in Congresswoman DelBene's district to invite them to the meeting, presenting an opportunity to meet the Congresswoman to anyone who wanted to come.

Congresswoman DelBene had scheduled a half hour with K-S County, but stayed longer to answer questions and learn more about the issues we face. Suzan is a staunch supporter of rural carriers, the saving of 6-day delivery, and the Postal Service.

Questions included: Could we see any action on USPS bills already waiting in the wings during the "Lame Duck" session? What is the best way to contact congress? Why is prefunding of future retirees health benefits is only required of the Postal Service? Prefunding started in 2006 and is to end in 2016, what is going to happen now? Would the Congresswoman consider going on a ride along with a rural carrier?

What we learned is that anything is possible in the lame duck session and as we know now, nothing happened. Everyone should contact their own representative and tell them first thing that they are a constituent. Phone calls, emails and letters are all great, but keep it to one topic. A large group of people talking about the same subject is an eye catcher. Mail those letters to their local office to avoid delays. Also, when a postal bill comes up, whether good or bad, a huge outcry from the public can move a bill along and sway votes. The congresswoman would consider going on a ride along and we will be trying to set that up in the future. When Suzan did not know the answer to a question she promised to get back to us. To find out if she did please read your President's article.



US Representative Suzan DelBene (D-WA 1st Congressional District)
and WARLCA Region 1 Committeeperson Taralee Mohr.

What Will the New Year Bring?

by Renee Pitts
WARLCA President

Legislative:

A few months ago at the King Snohomish County meeting when they hosted Congresswoman Suzan DelBene, I posed a question to the Congresswomen that could not be answered. She stated that she would get back to me with the 'answer' and Ben Barasky, her legislative 'assistant' provided me with the answer.

The question was: "What happens to the pre-funding requirement once 2016 rolls around and the 2006 legislation mandating pre-funding of retirees health benefits technically expires?"

Here is the response to my question:

In Fiscal Year (FY) 2017, the statutorily mandated pre-funding payment amounts conclude. It is not automatically extended or renewed. However, between FY 2017 and FY 2056, USPS will continue to make annual payments to the Postal Service Retiree Health Benefits Fund (RHBF). The amount of these payments will be determined by the Office of Personnel Management (OPM), and generally is thought that they will be way less than the payments made during FY 07-16; these payments were specifically determined in the statute and

were extremely high, as you know well.

Per the existing law, OPM will determine annually the size of current employees' future retiree healthcare benefit liability

and the current RHBF balance, and then determine a schedule of annual payments to liquidate any outstanding liability by September 30, 2056. This is of course barring any change in the law.

We are hopeful Congress will - at long last - consider postal reform legislation and we will keep highlighting the need to do so.

For those of you who do not know, in 2006 Congress passed a bill for the Postal Service to fund 75 years' worth of health benefits in a 10 year period. This mandate has been 100% of the Postal Service's loss for the last three years.

THE FIGHT CONTINUES:

The Postmaster General may be retiring but is still closing as many plants and offices as he can before he retires in February. The US Postal Service notified the Federal Register on August 1, 2014 they will no longer deliver mail overnight via regular mail anywhere in the USA starting January 5, 2015. Labor unions, angry customers, protests and petitions have failed to stop them. Even a majority of the US Senate last fall couldn't stop them. Following slowing down the mail the post office will close 82 mail processing plants.

In 2014, the Postal Service experienced an operating profit of \$1.4 billion dollars; however, because of the mandated pre-funding of future retiree healthcare, the Postal Service reported a net loss of \$5.5 billion. With the start of the 114th Congress, new postal reform legislation WILL be introduced. You can rest assured that maintaining 6-day mail delivery will continue to be debated as Congress and the NRLCA work on the introduction of new postal reform legislation. We still need to do everything possible to Save Our Post Office,



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New Year

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so continue to make those calls to your representative. Our future depends on it!

RCAs eligible for USPS Health Benefits Plan:

It has finally happened! After years of our members trying to obtain health benefits for our non-career employees it has finally happened. The NRLCA and the USPS signed a Memorandum of Understanding (MOU) on November 14, 2014 that gives many leave replacement carriers the opportunity to enroll in the USPS

Non-Career Employee Health Benefits (NCEHB) Plan. Eligible NRLCA-represented employees should have received complete information on the USPS NCEHB plan from the Postal Service. Approximately 20,000 RCAs nationwide qualify for the USPS Non-Career Employee Health Benefits. You can learn more on this by going to www.nrlca.org or liteblue.usps.gov.

In closing, I hope all of you had a wonderful Holiday Season with your family and that the pressures and parcel volume this year didn't flow over into your personal life.

Great New Incentives For the 2015 State Convention

by Taralee Mohr

WARLCA Region 1 Committeeperson

I have some great new incentives for PAC.

I am happy to announce that two room nights have been donated by Renee Pitts and Dawn Ayers for the State Convention that is being held at the Heathman Lodge in Vancouver, WA this June. Tickets are \$5 each or three for \$10. You can get these tickets at your county meetings or by sending me the amount with name and phone number and I will put in tickets for you. The drawing will be held May 3, 2015 and the winners will be contacted by phone.

I wanted to thank Susie Hill because she has donated this beautiful quilt. Tickets will be five \$5 each or five tickets for \$20. Tickets will be sold at your county meetings or by sending funds my way. The drawing will be held at State Convention.

I am looking for well-loved Halloween costumes to be donated to me before State Convention. I am hoping for a little PAC mischief this year.

As a State we are not the best and not the worst in

National standings for Pac donations. I would like to encourage you to donate by signing up on liteblue for payroll deduction. If you already have too many payroll deductions please contact me for a checking deduction form. I know that we

are a very competitive craft and little Idaho beats us every year. I know we can do better and thank you for every dime that comes to help our craft.

As a board member I would like to thank every one of our County Unit Board Members for the dedication and hard work that you provide. We are very lucky to have you supporting our craft.

Please contact me with any questions and donations.



Why Should You Attend the 2015 State Convention?

by Dawn Ayers
WARLCA Region 2 Committeeperson



I hope everyone had an enjoyable holiday season and as we recover from a record Christmas season, we look ahead to what is to come with mail count just around the corner and our county units getting ready to resume meetings. As you receive your meeting notices in the

mail, pay close attention to when your annual meeting is scheduled. Your annual meeting is where you will have the opportunity to be elected as a paid delegate to your State Convention.

You may ask why State Convention is so important. Many think it is just an excuse to socialize. While it is most definitely a chance to meet up with fellow carriers and get reacquainted, it is also your opportunity as a union member to become more involved. As a state delegate you will attend all business sessions where you will vote on issues that matter to our craft and all of our fellow carriers as well as yourself. Resolutions that pass at our State Convention are sent up to be voted on at National Convention.

In addition to the privilege of being a voting delegate, you will have the opportunity to meet one of your National Officers and hear what they have to say about the state of our union. We should be able to get the most up-to-date information on the evaluated time study as well. Last year we had the honor of having Jeanette Dwyer, our National President, as our speaker. Jeanette never disappoints!

This year, State Convention will be held in Vancouver, WA at the beautiful Heathman Lodge. It is a gorgeous hotel designed to express the beauty and spirit of the Pacific Northwest. The Heathman Lodge brings the splendor of the outdoors into the city of Vancouver. The rustic charm of this mountain-like retreat, enhanced by modern urban amenities and exceptional service, creates a lodging atmosphere that is both peaceful and productive. The dates for Convention are June 28 through June 30, 2015. Saturday, June 27 there will be a social gathering which will consist of a dessert auction. All

proceeds raised will benefit our PAC. Details are still being finalized but start thinking about your favorite dessert to donate to the auction!

As if you needed another reason to attend your State Convention, I have 4 more reasons for you to attend. We want to PAC the Heathman and in an effort to do so we are holding a drawing for a one night stay at The Heathman in a Queen Bed Guestroom (stay is to be in conjunction with this year's State Convention). There will be two winners of a one night stay and two winners of PAC credit for ½ the total sales of tickets. Tickets are \$5.00 for one entry or three for \$10.00. Tickets can be purchased at any county unit meeting through your Region Committeeperson or at any time by either mailing your payment to your Region Committeeperson or to our PAC Chair, Taralee Mohr. The drawing will be held on May 3, 2015 after the final retirement presentation.

There are so many reasons to attend your State Convention but I believe the biggest reason to attend is to have the opportunity to participate in YOUR union on a larger level than just your County Unit meetings. Your attendance at a State Convention is your chance to get your voice heard and hear what fellow carriers see as concerns facing our union. To make your union work for you, you must also work for your union. I look forward to seeing many new faces in June!

Mail Count Dates to Remember

Feb 7, 2015	Mail count begins
Feb 28, 2015	Mail count ends
Mar 3, 2015	Carriers given 4241 to check for errors
Mar 5, 2015	4241 must be returned to Postmaster and sent to District
Apr 6, 2015	4241A distribution begins
Apr 18, 2015	Evaluations go into effect

Get Informed! Attend YOUR Informational Meetings

by Levi Hanson

WARLCA Region 3 Committeeperson



Calling all WARLCA members to the Spring Informational Meeting in Spokane this March! It has been awhile since an informational meeting was held on the East side of the state and so it is with great anticipation that the WARLCA Board brings this meeting to our members.

The meeting will cover topics such as the recently completed mail count, the time standard study, the retirement seminar in May and will include a legislative update and training on the 4241A/4003 forms; all of which will be covered by our State Board.

The Spokane Plant Manager, Jonathan Weaver will be there to answer questions about plant operations. John Scinto, a National level Postal official who is based out of Eastern Washington, will also be joining us to discuss the Rural Work Hour Tracker which will eventually replace the handwritten 4240.

Perhaps, the most exciting potential agenda item is a presentation by Congresswoman Cathy McMorris Rodgers, Representative of the 5th Congressional District, which covers most of Eastern Washington. As this issue

goes to the printer, we have yet to receive confirmation from the Congresswoman but certainly hope that she will join us to speak on legislative issues affecting the rural craft.

Members are encouraged to bring non-member rural craft employees who can become WARLCA members at the start of the meeting. At the end of the meeting there will be plenty of time for questions and answers with an NRLCA District Representative and members of the State Board.

The meeting is conveniently located across from the main terminal at the Spokane Airport so there's no need to arrange for transportation from the airport for those who might be flying. There is also a restaurant on site for those who want a bite to eat before or after the meeting.

Hope to see you all there!

Spring Informational Meeting

Sunday, March 15, 2015

Meeting 1-4 pm

Q&A 4-5 pm

Ramada Hotel Spokane Airport
8909 Airport Drive
Spokane WA

What Did You Miss at the Fall Meeting?

by Mariann Faulkner
WARLCA Vice President

Well you didn't miss the Seahawks game. Our state president Renee' Pitts gave a very interesting talk and slide show about the driving study that has been on hold for quite a while. The engineers are having to rework a program because the darn trees block the view of the houses. Some offices already have the new scanners because they will be in the driving study when it starts up again and the rest of us will be getting them soon. When the bugs are worked out we will all be plotting our routes on the computer. Not to worry, there will be instructions given and trainers will come to each office.

Region 4 Committeeperson Joyce Patteson explained what PS Form 4241-A is – how it works, what it means, and why understanding it is important to YOU! If you are a new regular carrier you should not

have missed this. The information on this form directly affects your salary. The most important thing to do is check this for accuracy.

Region 1 Committeeperson Taralee Mohr spoke to us about PAC and how to use automatic withholding or electronic withdrawal from your bank account for your donations. At most meetings Tara attends, she has items for raffle. This time it was Seahawks items.

Dawn Ayers, Region 2 Committeeperson, spoke about the upcoming 2015 State Convention which you can read about in this paper. She also introduced a raffle. She is raffling off two one-night stays at the Heath-



What Did You Miss?

cont.

man Lodge, good for state convention time only.

I spoke about Legislative issues and the importance of getting out there and voting. My most important point was that it takes everyone talking or emailing their Representatives and Senators about Rural Carrier issues, and when a bill comes up or a bill needs a push, we need a nationwide voice. That voice will have to include our families, friends, and neighbors.

Rebecca Wendlandt, our state secretary, spoke about Flexible Spending Accounts and open season for health insurance.

Levi Hanson, Region 3 Committeeperson, talked

about the RAFT program – or Recruit A Friend Today. He encouraged everyone to talk about our great union and work at getting co-workers to join. There is a \$15 incentive for signing up a RCA and \$50 for signing up a regular carrier.

Seattle/Alaska District Representative Patrick Pitts spoke to us about Christmas pay issues and Christmas overtime pay. This was a very timely talk and it was too bad if you missed it.

You missed a lot at the Fall Informational Meeting, but the Spring Informational Meeting is right around the corner in Spokane on March 15. Hope to see you there!

SPRING INFORMATIONAL MEETING

Postal Service Official John Scinto to Speak On Rural Work Hour Tracker

Spokane Plant Manager Jonathan Weaver to Discuss Working of Plant



John Scinto is a 34 year Postal veteran with extensive experience in Delivery Operations and has worked at the HQ level since 2006 in Rural Delivery Operations and Delivery Programs Support. Prior to his current assignment as Rural Delivery Specialist, Sr; John has held a variety of positions to

include, Operations Specialist, (HQ); Operations Programs Analyst (Area); Manager, Operations Programs Support, (District); Route Exam & Adjustment Team Leader (REATL); Senior Delivery Programs Analyst (District); Customer Service Analyst, (District); Postmaster; Supervisor, Delivery & Retail Operations; Self Service Postal Center Technician, (SSPC); Distribution/Window Clerk; City Letter Carrier and Letter Sorting Machine (LSM) Operator.

Scinto will be one of the speakers at the Spring Informational Meeting to be held in Spokane on May 15, 2015.

Jonathan Weaver will be joining WARLCA members at the Spring Informational Meeting May 15, 2015 to discuss how the USPS plants operate.

After serving four years in the US Navy, Jonathan Weaver started his career with the US Postal Service November of 1978 in Yakima, Washington. Jon was first promoted into management as a Supervisor of mails in Yakima in 1989, and then transferred to Spokane as a Supervisor Distribution Operations in 1993. Mr. Weaver was promoted into the Manager, In-plant Support in Anchorage, Alaska. In November of 1997 and later was promoted into the Senior Manager Distribution Operations position prior to becoming Alaska District's Senior Plant Manager in January 2012. Jon returned to Spokane as the Plant Manager in February of 2014. Mr. Weaver is married to Linda Rice-Weaver and they have 7 children, three of which work for the Postal Service.



Count's Over - Now What?

by Joyce Patteson
WARLCA Region 4 Committeeperson

February 28 is the last day of this year's National Mail Count. For those of you that are counting, at close of business on that day, you can breathe a sigh of relief! The relief is short-lived however, because now comes the real work. Hopefully you took some time each day to check your 4239 for errors in addition, omissions, incorrect entries, etc. If anything was found that caused you to question, I hope you took it a step further and made certain that it was discussed and corrected if necessary the next day while everything was still fresh in both your and management's mind. If so, you're one step ahead of the game and you can truly relax for a day or two until management provides you with the 4241s where all of the daily totals have now been transcribed and waiting for signatures.

There are two blocks on the form where you can choose to sign. One is for certification that the information on the 4241 is correct, and the other is for high/low option. Prior to signing the certification block, you should have had two full days to check the numbers on that form against the numbers on your daily sheets and made note of any discrepancies. There are so many places where errors can be made, and you need to check and double-check all of them as it's imperative the figures are correct. You need to pore over every entry in each column and make sure they match the column totals on your daily sheets. Not only that, but you need to make certain that your box count – both regular and centralized – is correct, and that it reflects the number of boxes on your route as of the last day of count. You also need to check the entries for parcel lockers and collection compartments. In addition, you need to make sure your mileage is correct and that it matches the mileage submitted on the most recent PS Form 4003 for your route. If not, your final evaluation will not be as reflected on your 4241.

Once you're certain all the figures are correct, go ahead and sign the certification block if you agree that not only are the figures correct, but that everything was counted correctly and you got credit for everything to which you were entitled. If not, then don't sign, and submit a letter to the Postmaster with the detailed reasons for your disagreement. Make sure you have documentation for all your concerns in case you decide that a grievance

is necessary once you receive the response to your letter from Seattle District personnel. If you don't receive a response by the time the new evaluation goes into effect, contact your assigned steward for assistance.

Just prior to the day when the new evaluation takes effect, which in this case will be April 18, you should receive a 4241-A. This is the form that contains all the information that makes up the evaluation for your route. If management provided you with a 4241-M, or proposed evaluation worksheet, at the end of count, the numbers on your 4241-A should coincide with the numbers on your proposed evaluation worksheet. You can also go online to the NRLCA website and use the mail count calculator. Either way, if the bottom line standard hours do not match, there is a discrepancy somewhere. Even though a lot of the work is now done by a computer, a human being inputs the figures and mistakes are made. If you find an error, make sure you discuss it with management right away – even if it appears to be in your favor. If the error is in favor of the Postal Service, then you're not getting credit where credit is due. If the error is in your favor, then you're possibly being overpaid. If that's the case, tempting though it may be to keep it to yourself, you need to bring it to management's attention right away. Ultimately, the end result could be a debt owed to the Postal Service. Either way, make sure to contact your steward for guidance and/or assistance.

On another note, thanks to all three counties in Region 4 for being proactive and scheduling your annual meetings in a timely manner. If you are a member of the following county units – Apple Valley, Southeast, and Whitman-Asotin, make sure to watch the mail for your meeting notice and/or visit the WARLCA website for the date, time, and location of your annual meeting. Please consider attending, getting elected as a delegate, and going to your State Convention. You'll meet people, have fun, and have the privilege of voting on issues affecting you and your fellow carriers.



Retirement, Membership, Delegates and Dates

by Becky Wendlandt
WARLCA Secretary/Treasurer



Want to retire in the next five to 10 years? Plan on attending the May 3, 2015 – Understanding your Post-al Benefits and Pre-Retirement Planning Seminar.

The WARLCA is flying in Joni Montroy, former HR Specialist with the USPS in Rochester NY, and she will be presenting workshops to help Rural

Carriers navigate liteblue, understand your current benefits or the other things you should know in planning your postal retirement.

Topics in this workshop will give you an understanding of your eligibility, computation of your annuity, survivor benefit election options, what some of those numbers on your paystub mean, how creditable service and/or your annuity is affected by temporary appointments/military service/Sub Rural/RCA/RCR service, understanding the High 3 average salary, what you should know about your health and life insurance, sick and annual leave, FSA and Thrift Savings. She will give an overview of the process to retire and what to expect from the US Office of Personnel Management (OPM).

Joni has presented many seminars including the National Rural Letter Carriers conventions, WNY career conference, Buffalo APWU, SAC/NAC NRLCA conference, various State NRLCA meetings, NY State APWU steward training, NALC Branch 36 in New York City, League of Postmaster's National Convention in Buffalo, NAPUS New York State Convention, and various seminars throughout Western, Central and Upstate New York. Along with these postal seminars, she is a contract instructor with the Graduate School/Philadelphia region that teaches Mid & Pre Retirement Classes for many Federal Agencies. As an active NARFE member, she is a past President of Chapter 124 and past NY State Federation Service Officer. Joni is self-employed and her business specializes in individual consulting and form preparation for postal and federal employees.

Bring all the employees in your office (members, non-members, clerks, Supervisors, Postmasters). WARLCA members pay just \$20, all others will be charged \$40 and these prices include the handouts. The seminar

will be held at the Airport Red Lion, Sea-Tac, WA. You can choose the morning and afternoon session. A registration form is in this paper and on WARLCA.COM.

Membership Increasing! It is a relief to be able to report that our membership is on the rise after having a decline for the last couple of years. We are now at 1869 members (1835 this time last year). While that sounds small, just from September 1 through December 31, 2014 I have processed 124 new craft membership forms. We have around a 60% retention rate with our new hires. I hope after this brutal Christmas period we won't lose even more. As of December 31, 2014 we have 486 non-members to recruit! The good news is that after 10 years of being over 200 regular carrier non-members, we have finally dropped to 190. It is not too late to participate in the NRLCA RAFT (recruit a friend today) program. The new member receives 3 months of free membership and you, the recruiter, receive \$15 for relief members and \$50 for regular members who sign a Form 1187. You will then return the form to me with your name on the top as recruiter. The only stipulation is that they must remain a member for 3 months for you to receive your recruitment bonus. The program ends June 30, 2015 so send those forms right away.

RCAs need more protection. With this last Christmas season's overabundance of parcels we saw our RCAs being out till late at night, working 7 days a week, and now we see many quitting. While regulars who work Sunday get overtime, RCAs are straight pay unless over 40 hours a week. I am wondering if anyone knows just how many hours they pushed RCAs in short staffed offices to work in a week? In my office they were hitting 60 to 70 hours or more. RCAs need double time over 60 hours a week, especially those new hires on the smallest pay scale, and ALL of us need time limits that we have to be off the street, like no later than 7 PM. We need to let the NRLCA know so we can negotiate this in our next contract (May 2015 is when our current contract is up).

Want to talk to National Officers in Person? Plan on attending the April 22-24, 2015 Western States Conference at The Ocean View Resort, Seaside OR. This is YOUR chance to hear the National Officers give you the latest information on our contract, issues, and other topics of interest. With only 100 people attending you

also get to talk to them one-on-one. The WARLCA will reimburse up to \$225 to each member who attends all the business sessions. Ask your Region Committeeperson for the details! This is the closest Western States Conference has been for Washington members in 8 years, so plan on attending! It is like a mini- National Convention.

Want to be a State Convention Delegate? Please plan on attending your county's annual meeting to put your name in for state convention delegate at Vancouver WA on June 28-30, 2015. You will get a meeting notice on the date, and you can also check on the warlca.com website for dates, time, location, etc.

Want to be on the ballot to be a National Convention Delegate? Just mail your nomination form to the State Secretary-Treasurer by May 19, 2015. The State Secretary-Treasurer must receive your nominations by mail by May 19, 2015. Any nominations received after

this date will not be valid. Nomination forms can be found in the National Rural Letter Carrier magazine. Nominations must be on this form (or a copy of this form). You can also find the National Rural Letter Carrier magazine online at nrlca.org. You will receive a post card from me confirming that I have received your nomination. If you have not received this postcard please call me at (509) 710-7840 or E mail me at warlca@gmail.com. If I don't receive your nomination in the mail by May 19, 2015 you will not be on the ballot.

Want to remember all these dates and meetings? Just check out the warlca.com website for all the information. And of course the nrlca.org website has a plethora of information too.

As always, I am an E mail (warlca@gmail.com) or phone (509) 710-7840 call away. I look forward to hearing from you.

Leave Request? Request Denied.

At a recent meeting a regular rural carrier approached me and wanted to chat about the difficulty she, and other carriers in her office, were having getting their leave requests approved. They would turn in a PS Form 3971, Request for or Notification of Absence, but they would not hear anything back from their manager. When they would approach the manager and inquire, he would tell them he wasn't sure if there was anyone to cover the route and he would get back to them. As the requested day approached, and the carriers still did not have approval for the leave, they would go back to the manager who would tell them he was sorry, but he didn't have anyone available and they would have to work.

The administrative issues regarding leave requests can be addressed, and corrected, often by discussing the issue with the manager. Your manager is obligated, as an accepted practice, to respond to your properly submitted leave request within 3 – 5 days, sooner if necessary. The issue of leave being denied because of the availability of leave replacements is a bit more problematic.

Article 10.2 of our contract with the Postal Service is clear, "Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available." It's the phrase "provided a leave replacement is available" that, most frequently, results in leave requests being denied. Article 10.2 goes

on, "It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available" but how can carriers plan when there is never a leave replacement available? I asked a few more questions of the carrier who approached me and learned there were 14 regular routes in this office, and only two leave replacements to cover those routes. No wonder the carriers were having difficulty obtaining leave.

"The Employer shall make every effort to expeditiously fill leave replacement vacancies when they occur." That's what Article 30.2.A.2 says (emphasis added). It is the local manager's responsibility to ensure there are a sufficient number of leave replacements in the office. We, you and I, have the ability to require management maintain their hiring efforts. Article 30.2.A.2 goes on, "Regular rural carriers shall have the right to require that a leave replacement be assigned to their route." A regular carrier can exercise this right by submitting a RURAL CARRIER REQUEST FOR LEAVE REPLACEMENT (page 23). Once this form has been properly submitted, management has the obligation to assign a leave replacement to the route within

by Patrick Pitts
NRLCA District Representative
Seattle/Alaska District



Leave Denied

120 days of the request.

You have the right to an assigned leave replacement, and your requested leave should be granted in accordance with your personal wishes. It's disconcerting when leave is denied based on the unavailability of a leave replacement when, in many cases, it is management's failure to maintain proper hiring efforts, over an extended period

cont.

of time, that has caused the "unavailability."

If your office is woefully short of leave replacements, if leave is being denied on a regular basis, if the relief carriers in your office are working 6 and 7 days each week, for weeks on end and regular carriers are being require to work their relief day on more than an infrequent basis I encourage you to contact the NRLCA representative for your office and discuss avenues for addressing these improper situations.

NOVEMBER 2 - 4, 2014 MINUTES FROM WARLCA BOARD MEETING HAMPTON INN AT 28TH/AIRPORT, SEATAC, WA

MEMBERS IN ATTENDANCE: Renee' Pitts, President; Mariann Faulkner, Vice-President; Becky Wendlandt, Secretary/Treasurer; Taralee Mohr, Region One Committeeperson; Dawn Ayers, Region Two Committeeperson; Levi Hanson, Region Three Committeeperson; and Joyce Patteson, Region Four Committeeperson. President Renee' called the meeting to order at approximately 8:10 AM on November 2, 2014. After a positive go-around the agenda was reviewed.

Ground Rules:

The ground rules were read. No changes were made.

Minutes:

The minutes from the July 20-23, 2014 board meeting were read. No corrections or additions.

Correspondence:

Renee' gave the board a copy of the correspondence from Ben Barasky, Legislative Assistant for Congresswoman Suzan Delbene. Renee' had asked what happens to the pre-funding requirement once 2016 rolls around and the 2006 legislation mandating pre-funding of retiree health benefits technically expires. The answer they gave was that it is not automatically extended or renewed. However OPM will require USPS to make annual payments, hopefully they will not be as high.

The board also discussed the E-mail correspondence from a member.

District Representative Report:

Patrick gave the board a list of local stewards. Since July 1, there have been 55 grievances of which 45 contractual and 10 disciplinary. Out of the 45 contractual, nine were class action and 36 were individual. When the ADR is available to attend the local county meeting mail count can be discussed but no more mini-mail count trainings at the county meetings. Patrick discussed that not all county meetings will have an ADR in attendance.

State Board:

The equipment list was reviewed. Discussion on office supplies which are already part of the budget. Becky mentioned that two printers have roller issues, one has a major part that will need to be replaced, and the Ricoh will need to be serviced. Becky is to research what is best for the union and update the board in the future.

PAC:

Tara updated the board on PAC totals, currently at \$2,800. The goal is still \$20,000. Tara is hoping to hold a poker night at a new local steak house. Tara said we are allowed to take donations from non-members and are to notate that on the code. Tara explained that a name is listed when they first make a donation in the National Rural Carrier. They will not be listed again until they reach the next level. Tara said NRLCA donated \$1,500 to Suzan DelBene's campaign and \$1,000 to Derek Kilmer's campaign.

Upcoming Fall Informational Meeting:

The board discussed the fall informational meeting. Tara will be signing up sustaining members on line with PAC. Dawn and Renee' will both donate one room night each at the Heathman in Vancouver, WA for a PAC drawing. The rooms have to be used at convention. Tickets will sell for \$5 each or three for \$10. Drawing will be

April 1st by Tara. The RCP's will take the red tickets to all county meetings to sell for the PAC Heathman room night raffle and send funds to Tara. First and second prizes are the room night, and third and fourth prizes are ½ monetary credits for raffle sales. PAC receipts will be available upon request.

The board meeting was adjourned at 11:45 AM to set up for the fall informational meeting.

The board meeting continued at 8:19 AM, Monday, November 4, 2014 with all present.

Fall Informational Meeting Review:

The board reviewed the 22 feedback forms from the 47 members in attendance at the fall informational meeting. Tara reported that \$314 was raised for PAC. Remarks about the meeting were; crowd was attentive, impressed with turnout especially since the Seahawks were playing, topics were timely, excellent PAC gifts donated by Tara, hope that those attending will go back to office with positive information to encourage future attendance. The driving and engineered study and evaluation will be big draws in the future. Dawn provided postcards and a mail box for members to write their representatives, and got 21 postcards back. Suggestion to have a parking lot for attendees to put their questions on next time, or use 3 X 5 cards.

National Trainings/Meetings/Seminars:

The legislative seminar will be May 17th through May 20th, 2015 with travel on May 16th and 21st. The board had consensus that Mariann and Renee' will go. Becky reported that there are not any dates yet for the secretary/treasurer's seminar.

President's Task Report:

Renee' read out and reported on her tasks:

- Renee' asked National if the State can use retirees to go to orientation. It was finally decided that retirees can go to orientation.
- National said that the rule concerning non-members and spouses at meetings is that we can currently keep doing what we are doing, however if a non-member is in attendance and asked to leave then all non-members/guests will be asked to leave.
- Concerning 204B's getting ballots for national delegate, voting on contract ratification and attending county meetings, National said since there is no form 50 change there is no way to know if they are a 204B and can attend meetings, get ballots, and vote on contract ratifications. However, they can't be delegates to state or national convention.
- Paul said that National is sending some six day delivery and legislative issues to AARP.
- Paul said he would be willing to put on a legislative training at Western States Conference. Renee' then contacted the current officers of Western States Conference and said Jeanette gave permission for Paul to put on a legislative training.

Vice President's Task Report:

Mariann reviewed her tasks and reported out those that are completed.

Planning Session For Trainings/Meetings:

The board brainstormed on a day of training for county officers. Some ideas were:

- Have Mariann and Renee' do a training for all state convention delegates during the business session on how to contact, what to say, make a phone call, and role play on contacting our representatives using the tools that National provides at the legislative seminar.
- Possibly bringing in Paul to do training at State Convention.
- Asking county officers what they would like to see at their county officers training.
- Since some county officers don't attend State Convention have the RCP's train them at their county meeting. Can be done for all county members attending.
- Have the board role play at state convention on contacting our representatives then have the delegates break into groups and role play.
- Make a video at State Convention that can be shown at county meetings.

The board discussed holding a spring informational meeting at Spokane. Some topics could be mail count results, run program on mail count evaluation, 4241A, information on time study, having a legislative representative, possibly Jim Sykes from labor relations, and/or the Spokane Plant manager and maybe tour the plant. The

board reached consensus that a board meeting would not be held in conjunction with the spring informational meeting on March 15, 2015 and all board members will be paid to attend the meeting. Once the location is finalized the board will decide on travel arrangements and ADOP needs. The meeting will be from 1 to 4 PM with Q/A from 4 PM to 5 PM. The meeting might start earlier if needed. Also a tour of the plant could be in the morning if possible. Meeting notices will go out to all members.

The board decided to extend the next board meeting by one day. The meeting will be March 29, 2015 at the Heathman in Vancouver from 3 PM to 5 PM, March 30, 2015 from 8 AM to 5 PM, March 31, 2015 from 8 AM to 5 PM, April 1, 2015 from 8 AM to 5 PM and April 2, 2015 from 8 AM to 11 AM, with travel on Sunday morning, March 29, 2015 and Thursday afternoon, April 1, 2015. All board members will have ADOP for March 29 through April 2.

The board discussed having a retirement seminar with Joni Montroy, retirement specialist, on May 3, 2015 near the SeaTac airport. Discussion was to charge everybody the same except for our members (example \$50 for everybody but \$25 for WA members), or other States and crafts pay higher fee. Discussion on advertising and inviting non-members and members.

Secretary/Treasurer Report and Task Report:

Becky gave the following report:

- **Membership:** At our July board meeting we had 1858 members (up 113 members SPLY). Currently we have 1869. Before you think we are not gaining you need to know that I took off over 30 members after finding out our database was not doing weekly updates since March, 2014. I researched each NOA (Nature of Action) report item and updated the database accordingly. A very time consuming task, which has been reported many times to National but still is not fixed.
- **Counties:** With State Convention on 6/28/14 the Annual County Meeting Cut Off Date: May 19, 2015. Regional Committeepersons need to contact their counties and get the meeting dates for the year if possible.
- Please remind the counties I need a couple of weeks' notice to do the postcard mailing.
- All of the counties 990 EZ with IRS have been filed so they can keep their non-profit status for another year.
- All counties have filed their LM report in a timely matter. As of October 29, 2014 all counties 2014 are shown on line with DOL, as well as the States.
- It was a little tougher getting the audit forms back from all counties this year. With county officers not in the same town, they have had trouble meeting and auditing their books, especially the smaller counties. Again, for those counties that don't do their own meeting notices (which is all but Peninsula and occasionally Mutual) please encourage them to vote at their next county meeting and close their bank account. The meeting notice should have "voting to close bank account" on their meeting notice. This would save the counties from having to meet to audit the books and only the President and Secretary/Treasurer would need to sign the LM. Also very low chance of having an audit done if they don't have funds. It might not discourage future county secretary/treasurers from holding the position. We still do not have a county secretary/treasurer for Lower Columbia but do have a Vice President now for East Central WA.
- **Finances:** Our review by the CPA firm is about over. I will send out the results when I get them. I have answer all questions and provided all documentation.
- I have completed the application and documentation for our ERISA bond. We now have a policy for 3 years with a \$592 bill that covers our \$600,000 to \$700,000 (depending on the stock market) ING program for our employees. The bill is very reasonable since we had to raise the coverage from \$100,000 to \$700,000, yet the bill went from \$345 to \$592.
- Dues Increase as of November 15, 2014 (2nd one this year), will take effect PP3/15.
- We made a profit last year of \$6,025.00 last year. We increased our assets from \$242,691 on October, 2013 to \$273,718 as of October 29, 2014. This is an increase of \$31,027. However, you should note that in 2013 our board meeting was in October and this year is in November 2014 which is not reflected in our Statement of Financial Position yet. We now have a years' worth of income in our savings, which is something we have never been able to do for the last 15 years when we have the steward program. We are a non-profit.
- The complete recruitment mailing provided 3 new regular carriers and 6 new relief carriers so far.

- Becky went over each line item in the new chart of accounts and showed the board how it is posted.
- Becky went over the NOA's so the board could see what is involved in database maintenance and doing remittances (remits).
- Becky went over with the board her ADOP usage and projection to budget, which is currently right on track.
- Becky reviewed her task report list and reported out each task.
- Suggest RCP's take new hire booklet to county meetings for them to recruit. Has great information in it that can be reviewed at the county meeting.
- The equipment list was reviewed and computer transferred to Levi.

Website:

Becky went over the google analytics on the website. Discussion on E mail updates. Levi suggested at least once a month and updates could be reminder of the open season, when open season closes, when salary goes up, flex spending account dates, county meeting dates, Christmas overtime, legislative update of election, subject line specific. Becky said the time used to maintain it averages a day a month, with more at beginning of the new WARLCA year.

Next the board discussed letter from member on having a binder for handouts to be given to members attending the county meeting. Some of the handouts mentioned were steward related. Tara was asked to call member and get more information, which she did. Tara said member understands that much of the information is on the WARLCA.com and/or NRLCA.org website or available from the RCP's. Suggestion was that when the county officers ask for a steward and/or RCP they advise what the topics are to be discussed.

Board Policy:

The board went over some items in the board policy. The following change was made:

Under ADOP:

6. The State President/designee must give prior approval and all board members must be notified for ADOP except for upcoming board/county meetings. Exceptions on a case-by-case basis. The State President will notify the board prior to taking ADOP except for upcoming board/county meetings.

2015 State Convention:

Dawn gave the board a proposal for PAC the casino projections. This would be a casino night after the banquet. Cost for the Casino is \$1,571.80 for Wild Bill's Rental, \$177.00 for licensing fee, \$100.00 for decorations, \$200 for prizes, on top of the meal cost. Suggested income would be tickets at \$40 each, income from Texas Hold'em at \$600 (\$20 X 60 people), Script sales (\$400 for 60 people), and BJ tourney (\$140 for 60 people). After reviewing the cost of meals at the Heathman (\$35 minimum for plated dinner, no dessert and \$52 for dinner buffet with desert, including tax and gratuity, it was decided the cost would be too high.

Registration committee will be Tara, Levi, and Joyce, plus any locals that are available.

Dawn has room for the teller's committee.

The board then decided the agenda items of the tellers committee, any other committees coming in early, proposed constitution changes as a board, payment/responsibilities of delegates, and speakers will be tabled to the next board meeting.

Dawn is working with a local high school for the color guard. The board reached consensus to give \$100 donation if the color guard can accept it.

Discussion on speakers

Cheri and Mariann will do the memorial.

Dawn's goal for delegates to State Convention is 100 delegates.

Dawn said the meet and great will be a dessert auction held on site, with a \$5 charge and service from 7:00 PM to 8:30 PM. Attendees encouraged to bring a dessert for auction and will receive a PAC receipt.

Region 2 Committeeperson Task Report:

Dawn reported out on her counties. Mutual had 20 members at their meeting and collected around \$250 for PAC. Peninsula had only five people at their meeting and was held when Dawn was out of town. Lower Columbia is tentatively scheduled for January 31, 2015 and Mutual for January 24,2015. Lower Columbia has closed their checking account and sent the balance to WARLCA. Dawn has taken the mail box to every meeting and has

had six postcards filled out. Dawn reported out each task and the action taken.

2016 State Convention:

Levi reported the 2016 State Convention will be at the Mirabeau Hotel in Spokane Valley, WA on June 12-14, 2016 (Sunday, Monday, and Tuesday). The hotel has given us a free Sunday social and use of podium in the contract. We have 105 nights sleeping room block and the meeting space will cost us \$600 for 75 or more rooms used or \$1,200 for 74 or less rooms used. Rooms cost \$99 to \$139 a night.

Region 3 Committeeperson Task Report:

Levi reported that he has E mailed reports to the board for North East WA and East Central WA meetings. Both are going to two meetings a year. North Central WA will have one meeting a year. Levi gave out the chocolate bars to North East WA for the membership recruitment prize and will bring the leftovers to the next board meeting. Levi reported out each task and the action taken.

2017 State Convention:

Tara reported she has another bid from a Best Western in Everett with no food guarantee and \$91 sleeping room night cost.

Region 1 Committeeperson Task Report:

Tara reported that Island, Skagit, San Juan's meeting is tentatively January 8, 2015. Their last meeting was the biggest they have had so far with one non-member attending. Dominic Talavera will be their PAC person. Whatcom had 15 members attending and collected \$55 for PAC. King/Snohomish had 17 members attending and the guest speaker was Suzan DelBane. Suzan was very personable and stayed for 45 minutes. Tara collected \$150 for PAC.

Consensus to give Tara a day to get the handout on how to contact and invite a legislator and get a proposed contract for 2017 state convention.

Tara reported out each task and the action taken.

2018 State Convention:

Joyce reported she is looking outside the Tri-cities area for a convention site.

Region 4 Committeeperson Task Report:

Joyce reported that Apple is meeting November 8, and Whitman Asotin is meeting November 9. Joyce has not heard from South East WA RLC yet and will contact them.

Joyce reported out each task and the action taken.

2015 Western States Conference:

The board decided to raise the cap to \$8,000 with up to \$225 paid to each member attending, with a disclaimer if anyone is paid by National they are not eligible.

Social Media Policy:

The board decided not to have the county officers sign the social media policy in the future.

Voucher Review:

The board reviewed July, August, September, and October 2014 vouchers. Discussion on having a postage dues account at the Post Office for returned addresses. This would require a monthly audit and posting for our financial records.

County Units:

The board discussed the procedure for the county unit to schedule a steward.

Washington Rural Carrier:

The board discussed the last issue of the Washington Rural Carrier and the procedure in place to review it before it goes to print.

Copied below is what was decided at the previous board meeting:

Expectations and Rules for WRC:

1. Campaign notices on same page together under one heading
2. Adhere to all issues currently in board policy
3. Editor to edit the articles for misspelled words, punctuation, context (same word twice, 2 or 3 spaces or formatting issues), grammar, and formatting prior to the first draft.

4. Board will send all changes to Joyce one day before the date due back to Doug. Joyce will incorporate all changes and send final issue back by final date. Expectations will be two drafts and possibly special edition/issues.

Spring Issue. In this issue will be appointment box, timeline for convention, convention notice, campaigning articles, new members, deceased members, convention registration, member of the year, western states information, retirement seminar information, report from all board members, financial statements, board minutes, resolutions, announcement for appointed positions, timeline on ballots, article from Seattle and Portland DR's, with the last page have upcoming events and legislative areas. Also box encouraging members to sign up for E mail updates.

Appointment Reports:

Dawn reported that for the GMAC contest we need 37 and currently have 14 bids requested. Cut-off date is December 31, 2014.

EAP: Mariann reported that the EAP is not meeting

The board adjourned at approximately 12:30 PM on November 4, 2014.

Respectfully Submitted,

Becky Wendlandt

WARLCA Editor Requirements and Application Procedures

- This is not a board position
- Must be a WARLCA/NRLCA craft union member
- Appointment is for one association year. Appointment can be rescinded by either party with notice at any time.
- How many papers: Currently 3 issues (Post Convention is large, Winter and Spring Issues)
- Reimbursement: Will be established at the State Convention (currently \$375 per issue)
- Know the current NRLCA/WARLCA policy concerning the paper.
- Procedure: WARLCA board provides the articles and information to be in the paper. Editor's job is proofread, contact author if problems, formatting, sending proofed paper to board for approval. The president or designee will OK to send to printer.
- Editor may be requested to attend occasional board meeting for a day
- Board will set the print dates and confirm with editor.
- Computer Program: Adobe In Design Software is used. WARLCA will provide the software unless they have their own.
- WARLCA will provide the All in One Used Copier, Scanner, and Printer
- Editor will need to provide: computer that can run Adobe In Design Software (Intel pen. 4, and Athlon 64, windows XP service pack 2 or newer version, 2 GB ram, etc.) and some type of photo shop.
- Time Possibly Spent: Depending on skill level, may be 12 or more hours per issue, however for more detail please contact current Editor.

(Hours used depend on computer abilities, how large the issue is, articles received, photos used, etc.)

To apply provide the following:

- Name
- Address
- City, State, Zip
- Phone Number
- E mail Address
- Please identify why you are seeking this position including the skills you bring to this appointment, in 500 words or less.
- Send the information to Renee' Pitts, WARLCA President at P.O. Box 1746, Orting, WA 98360-1746
- Deadline: June 15, 2015

Statement of Financial Position as of December 31, 2014

ASSETS

Current Assets

Checking/Savings

1010000 · Chkg - WA Trust Bank	9,880.75
1020000 · Savings - APCU	76,252.31
1030000 · Chkg - APCU	108.12
1040000 · Emergency Fund - APCU	17,436.52
1041000 · EmergencyFundCD#75-12mo(3-11-14)	40,308.05
1410000 · C.D.#71 APCU 12 mo (8-1-06)	31,773.04
1430000 · C.D.#73 APCU 12 mo (2-8-07)	30,489.89
1460000 · C.D.#74 APCU 12mo (3-11-14)	40,308.05
Total Checking/Savings	<u>246,556.73</u>

Total Current Assets

246,556.73

TOTAL ASSETS

246,556.73

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

2100000 · Payroll Liabilities	230.69
Total Other Current Liabilities	<u>230.69</u>

Total Current Liabilities

230.69

Total Liabilities

230.69

Equity

3900000 · Net Assets

Net Income

Total Equity

233,296.38
13,029.66
<u>246,326.04</u>

TOTAL LIABILITIES & EQUITY

246,556.73

Statement of Activities Compared to Budget

Jul - Dec 14

Budget

Income

4000000 · National General Insurance	10,509.65	13,435.00
4100000 · Interest / Dividends	910.01	1,539.00
4200000 · Membership Dues	112,204.90	232,367.00
4400000 · Reimbursements	129.81	127.00
4500000 · Sales	0.00	2,900.00

Total Income

123,754.37

Expense

5000000 · Accounting Fees	5,036.00	5,997.00
5100000 · Awards & Recognition	262.11	500.00
5300000 · Employee Benefits	2,879.42	5,850.00
5400000 · Equipment	370.33	
5600000 · Lodging	3,327.09	11,975.00
5700000 · National Convention	43,987.46	43,987.46
5800000 · Office Expense	599.17	1,800.00
5900000 · Payroll Taxes	3,224.40	8,000.00
6000000 · Per Capita Dues	2,365.00	5,050.00
6100000 · Postage	1,967.81	4,569.00
6200000 · Printing	719.97	600.00
6400000 · Rent	2,250.00	4,500.00

6600000 · Salaries and Wages

36,277.02

6700000 · State Meetings

657.00

6701000 · State Paper

2,875.74

6900000 · Telephone & Internet

888.07

7000000 · Travel

3,038.12

7200000 · Western States Conference

0.00

Total Expense

110,724.71

Net Income

13,029.66

266.04

Requirements for Western States Reimbursement

All members, excluding those being paid by National, that attend all business sessions (not including social or banquet) will be reimbursed \$225 with a cap of \$8,000.

Rules for being reimbursed for Western States Conference are as follows:

A) Each member must attend all of the business sessions of Western States Conference, but do not have to attend the social or banquet.

B) Each member must check in with the President or designee at the start of each business session and after breaks.

C) If a State-paid member does not meet his/her responsibilities, the remainder of the members in attendance at Western States Conference will decide before receiving the reimbursement if that member is to receive all or any of the State-paid funds due to not meeting his/her responsibilities.

All paid members attending Western States Conference should give an overview of the Conference at their county unit.



Jeff Taylor, Patrick Pitts, Joyce Patteson and Jan Frymire discussed issues prior to the Fall Informational meeting.

Here Is Your Chance

Do you want to be a delegate to the National Convention in Reno this year? You can submit a campaign announcement for publishing in the Spring Issue of the WRC.

It must be received by March 30, 2015 and contain no more than 250 words. It will be printed without editing. Send them to doug_rinehart@hotmail.com.

The same can be done if you are going to run for office at this year's state convention.

The offices up for election are Region 1 Committeeperson and Region 3 Committeeperson.

In fond remembrance of the following rural carriers who have left us:

Pamela R Chonzena
Lucille E Lindskog
John D McDonald
Betty J Reynolds
Winifred N Wilbanks
William "Bill" McGee

The WARLCA Board wishes to thank them for their dedication to our Union and the Rural Craft.



WESTERN STATES CONFERENCE

Best Western Ocean
View Resort

Seaside Oregon

April 22-24, 2015

Book hotel rooms directly at 800-234-8439 or oceanviewresort.com FREE ROOM UPGRADE (while available) if booked by March 1, 2015 ask for Western States block.

Registration before 3/15/15: Conference: \$50. Number _____

Banquet: \$25. Number _____

Total enclosed: _____

Registration after 3/15/15: Conference \$65 Number _____

Banquet \$30 Number _____

Total Enclosed: _____

Name _____

Address: _____

Send Registration to: Western States c/o Kay Graham

2229 Oregon Ave

Klamath Falls, OR 97601

More info: sharonharvey247@gmail.com or postalemt@gmail.com

DO YOU KNOW EVERYTHING ABOUT YOUR POSTAL BENEFITS? ARE YOU ON-TRACK TO BE ABLE TO RETIRE?

Don't guess, find out from the expert!

The WARLCA is proudly hosting
“Understanding your Postal Benefits & Pre-Retirement Planning”
Seminar, presented by Joni Montroy.

Joni Montroy, former HR Specialist with the USPS in Rochester NY, will be presenting workshops to help Rural Carriers navigate liteblue; understand your current benefits and the things you should know in planning your postal retirement.

Topics in this workshop will give you an understanding of your eligibility, computation of your annuity, survivor benefit election options, what some of those numbers on your paystub mean, how creditable service and/or your annuity is affected by temporary appointments/military service/Sub Rural/RCA/RCR service, understanding the High 3 average salary, what you should know about your health and life insurance, sick and annual leave, FSA and Thrift Savings. She will give an overview of the process to retire and what to expect from the US Office of Personnel Management (OPM).

Joni has presented many seminars including the National Rural Letter Carriers conventions, WNY career conference, Buffalo APWU, SAC/NAC NRLCA conference, various State NRLCA meetings, NY State APWU steward training, NALC Branch 36 in New York City, League of Postmaster's National Convention in Buffalo, NAPUS New York State Convention, and various seminars throughout Western, Central and Upstate New York. Along with these postal seminars, she is a contract instructor with the Graduate School/Philadelphia region that teaches Mid & Pre Retirement Classes for many Federal Agencies. As an active NARFE member, she is a past President of Chapter 124 and past NY State Federation Service Officer.

Joni is self-employed and her business specializes in individual consulting and form preparation for postal and federal employees.

Seminar Registration Fee: WARLCA Members \$20; All Others \$40. Registration must be received by April 30th. Late Registration fee additional \$50 after April 30th. Registration fee includes all handouts.

Date: Sunday, May 3, 2015

Time: 2 sessions – choose from 9 AM to Noon or 2 PM to 5 PM.

Location: Red Lion Hotel SeaTac Airport, 18220 International Blvd, Seattle WA 98188. Room Rates: \$109. Phone (206) 246-5535. Free shuttle from SeaTac airport. Free parking at Red Lion Hotel.

Registration Form:

Name: (please print) _____

Address: _____

Phone: _____ **E mail:** _____

Attending: (check one) _____ **Morning Session** OR _____ **Afternoon Session**
Are You? (check one) _____ **FERS** or _____ **CSRS** or _____ **CSRS Offset**
Which Craft? (check one) _____ **Rural** _____ **City** _____ **Clerk** _____ **Management**

Complete this form and send check payable to WARLCA to:

WARLCA Secretary/Treasurer Becky Wendlandt
2811 N Chase Rd
Liberty Lake WA 99019-5002
Questions? Go to WARLCA.com or call (509) 710 7840

WARLCA 2015 STATE CONVENTION REGISTRATION

June 28, 29, & 30 2015

The Heathman Lodge

7801 NE Greenwood Drive, Vancouver WA 98662

Room Rates under Washington Rural Letter Carrier special rate:

Single or Double Queen \$95.00 (add \$10.00 for additional person)

Business Level rooms \$105.00 (add \$10.00 for additional person)

Call (360)254-3100 **ROOM RESERVATION DEADLINE IS JUNE 5, 2015**

NAME: _____ 1ST TIME ATTENDING? _____

ADDRESS: _____

PHONE: _____ Staying at The Heathman Lodge? _____ (we have to meet room night guarantee)

Post office where you work: _____

There is a \$50.00 fee per delegate for registration; however the fee will be **waived** for **any one** of the following:

1. If staying at The Heathman Lodge for a minimum of 2 nights. (only 1 person can use the room #); OR
2. If purchasing one banquet ticket.

Saturday, June 27: Meet and Greet Dessert Auction -7pm to 8:30pm All are Welcome

Cost \$5.00 (under 2 free)

#attending _____ \$ _____

Details are still being worked out and will be announced soon.

Sunday June 28: FIRST DAY OF CONVENTION STARTS AT 8:30AM

1ST Timers to Convention Meeting at 8am (free)

#attending _____

County Officers Training/Dinner 6pm Sunday Evening All are welcome

Free to newly elected and pre-registered 2015-2016 Presidents, Vice Presidents and Sec/Tres

Cost to others \$25.00

#attending _____ \$ _____

Monday June 29: SECOND DAY OF CONVENTION STARTS AT 8AM

MONDAY Evening Banquet:

Dinner with Entertainment. Details to follow. Cost \$40.00

#attending _____ \$ _____

Tuesday June 30: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

Total enclosed \$ _____

CHECK HERE IF NOT ATTENDING FULL CONVENTION (If checked you will not receive a delegate check) _____

Make **Checks** Payable to: **WARLCA** and send to 2811 N Chase Ln., Liberty Lake WA 99019

*Payment must be sent with registration **AND MUST BE RECEIVED BY May 31, 2015 TO AVOID \$25 LATE FEE.** If you find you are unable to attend, please contact Becky Wendlandt for refund, however, **no refunds after June 10th, 2015**, until after convention and approved by board since we have to guarantee total number of meals ahead of time.*

Random (?) Acts of Kindness

by Becky Wendlandt

Lately we hear about random acts of kindness, but really, are they random? As rural carriers we do our jobs, casing and delivering the mail, loading our vehicles, driving safely always on our minds, accurate delivery, parcels and more, and often interacting with customers and others. Sometimes it seems our life is routine, but along comes someone who is so very thankful for our act of kindness. Something we just do, the way we live, the way we are. It can make a difference.

One rural carrier who just thought she was doing her job is an example of an act of kindness that meant so much to me. Her name is Lauri Chamberlin, a rural carrier out of Newport. She never knew that my brother was the contract truck driver that supplied the mail from the processing plant in a big rig semi-truck. He worked for Mathison, a huge contract delivery company, and drove that run, as well as to Lewiston and other offices - whatever was needed. He was a quiet tall guy, who as a former long haul truck driver across the nation, was used to being alone -- just getting the job done, living in the truck and out on the road for months at a time. His pride and joy were his children and grandchildren. He took the job at Mathison to be in town to see them more often. We were raised with a work ethic that was just that, work. No excuses. Be dependable. Get the job done.

Laurie took time to greet him, as usual, that morning and noticed his pale face and breathing difficulties. Asking him what was wrong, he answered that he felt pretty bad. She said you need to go to the hospital

and he said he could not park his truck there. But she insisted. So after he unloaded and secured his truck of course, she got someone to take him to the hospital. She told him she would check on him. After her shift she could have called but no, she went to the hospital. This was not a random act, but a thoughtful ACT of kindness.

I did not hear the story until a month or so later when Randy, always downplaying his life, casually asked if I knew the carriers at Newport. He said they were nice to him when he was sick. That was all that was said. Two or so years later I am sitting with Laurie having lunch after a mail count training, and mentioned my brother had worked as a contract driver and did the Newport run occasionally. She asked me if he was the guy who was sick and had to go to the hospital and the story came out. Laurie said he asked her if she knew his sister, who was the secretary for the carriers, but she thought he meant in the office. We both then put it together. It touched my heart so much that I am writing this article with tears still, thinking of how her act of kindness helped him. If he had gone on working he would have collapsed and probably died. Little did we know then that his cancer was already growing. Her encouraging him and insisting they take him to the hospital enabled him to do it, and not feel like he was copping out. This visit started the X-rays, MRIs, blood tests, surgery, and cancer treatments that gave him a couple more years of life before he passed on October 31, 2014. Thank you Laurie and Newport Post Office!

Are they really random, these acts of kindness? Or is it who we are as rural carriers, dedicated to serving not just mail but humanity? Do we matter? YES!



Diane Grace asks a question at the Fall Informational Meeting.



Everyone paid close attention as WARLCA Secretary/Treasurer Becky Wendlandt gave her presentation on FSAs and Rural Carrier Health Insurance.

New Members

Melony Dickey	Addy	Thomas Smith III	North Bend
Susan Ash	Anacortes	Jody Wooten	Oak Harbor
Janine Cabe	Arlington	Robin Wilson	Oak Harbor
Myrna Howard	Battle Ground	Darrell Neuert	Olympia
Joshua Socha	Battle Ground	Heleen Kelly	Olympia
Robin Vaughn	Bellingham	Justin Williams	Olympia
Jessica Spivey	Bellingham	Tabitha Gray	Othello
Larry Knowlton	Blaine	Debra McBrearty	Pasco
Alfred Stratton	Camas	Tammy Starin	Pomeroy
Joanne Resheske	Camas	Cindy Brenner	Pomeroy
Greg Ewing	Chattaroy	Randy Reyes	Port Orchard
Tamara Hettinger	Chehalis	Gunner Erlenmeyer	Port Orchard
Christina Couch	Colfax	Sara Stephens	Poulsbo
Jill Howard	Colville	Tanner Hulse	Poulsbo
Carole King	Deer Park	Edward Duchesne	Puyallup
Iris Plough	Deer Park	Edouard Grosjean	Puyallup
Paul Hansen	Duvall	John Doty	Richland
Chad Betts	Everett	Ryan Arnberg	Seattle
Angela Kayton	Ferndale	McKaileyn Cassidy	Seattle
Gregory Bernhagen	Ferndale	Stacey Atkins	Seattle
Mori Singh	Ferndale	Paul Valdes	Seattle
Tami Steveson	Forks	Amanda Morganroth	Sequim
Jeanine O'Connell	Gig Harbor	Kenneth Hugoniot	Sequim
Kerri Morey	Gig Harbor	Chey Dickinson	Silverdale
Douglas Brown Jr	Gig Harbor	Michael Snider	Silverdale
Amanda Stebner	Gig Harbor	Katherine Kendrick	Silverdale
Robin Nuyen	Gold Bar	Carla Lee	Silverdale
David Applin Jr	Graham	Steele Johnson	Snohomish
Ashley Kirk	Graham	April Ketchum	Snohomish
Keri Davis	Graham	Thomas Moore	Snohomish
Mark Rozal	Issaquah	Cementry Martin	Snohomish
Pan Wu	Issaquah	Jennifer Mills	Snohomish
Tanner Ensign	Issaquah	Jamie Sprinkle	Snohomish
Jacob Ekman	Issaquah	Lanny Kern	Snohomish
Larry Murrain	Issaquah	Shreekar Rana	Snohomish
Xueping Hou	Issaquah	Mason Koester	Spanaway
Gretchen Koenig	Issaquah	Chrystal Arnold	Spanaway
Megan McDermott	Lake Stevens	Jackalyn Johnson	Spanaway
Richard Fetherston	Lake Stevens	Jeffrey Kucera	Stanwood
Geraldine Poss	Liberty Lake	Monyah Beaumont	Sumner
Lloyd Solon	Longview	Jung Kim	Sumner
Danika Harrison	Marysville	Julio Oviedo	Vancouver
Lawrence Stephenson	Mount Vernon	Fred Katambo	Vancouver
Mary Bruders	Mount Vernon	Steven Crow	Vancouver
Melinda Carter	Newport	Terry Boudon	Washougal
Anthony Au	North Bend	Tanja Beesley-Parker	Wauna
		Timothy Riechmann	Wilbur
		Kristina Walters	Woodinville
		Louise White	Yacolt

RURAL CARRIER REQUEST FOR LEAVE REPLACEMENT

POST OFFICE _____

RURAL CARRIER _____

ROUTE NUMBER _____

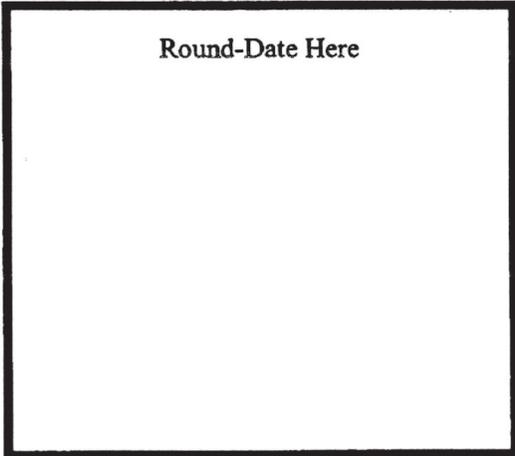
DATE _____

TO: _____ (POSTMASTER OR MGR)

As per Article 30, Section 2.A.2 of the National Agreement, I hereby request that a leave replacement be assigned to my route as soon as possible. I expect this assignment to occur within the 120 day period set forth in the Analysis of the National Agreement.

Rural Carrier

Received by _____ Date _____



Please send a copy of the completed form to:

Patrick Pitts
NRLCA District Representative
P.O. Box 96
Orting WA 98360-0096



Where Service Begins With a Smile

**APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2014/2015**

NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

POST OFFICE WHERE EMPLOYED: _____

HOME TELEPHONE NUMBER: _____

E MAIL: _____

DUES YEAR RUNS FROM JULY 1, 2014 TO JUNE 30, 2015:

_____ **REGULAR CARRIER (71) PTF (76) \$651.00 YEAR / \$25.04 A PAY PERIOD.**

_____ **RELIEF CARRIER*(73,74,75,78 & 79) \$236.00 YEAR / \$9.08 A PAY PERIOD**

_____ **RETIREE \$85.00 YEAR OR \$7.08 A MONTH.**

***IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING.**

**COMPLETE THE BACK SIDE OF THIS
FORM, SIGN IT, AND SEND TO:**

**WARLCA STATE SECRETARY
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002**

Phone: (509) 710 7840 ---- WARLCA.COM ---- E Mail: WARLCA@Gmail.com

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

RURAL CARRIER CLASSIFICATION		
<input type="checkbox"/> Regular	<input type="checkbox"/> PTF	<input type="checkbox"/> Relief

<input type="checkbox"/>	OR	<input type="checkbox"/>
(SOCIAL SECURITY NUMBER)		(USPS EMPLOYEE ID-NUMBER)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LAST NAME	FIRST NAME	MI

MAILING ADDRESS	CITY	STATE	ZIPCODE + 4
-----------------	------	-------	-------------

POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
------------------------------------	--------------------------	--------------------------

SECTION A - AUTHORIZATION BY EMPLOYEE

I hereby assign to the **National Rural Letter Carriers' Association** any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax Deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

SECTION B- FOR USE BY STATE EMPLOYEE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL	DATE
I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at _____ per pay period	
_____, STATE SECRETARY	

LOC#	STATE
	W A
DATE	REMIT #

SECTION C- FOR USE BY NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE →

Submit One Copy

Send to
REBECCA R WENDLANDT
WARLCA SECRETARY/TREASURER
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002

THE NATIONAL RURAL LETTER CARRIERS' ASSOCIATION
APPLICATION FOR MEMBERSHIP LONGEVITY AWARD

50

YEARS OF MEMBERSHIP

60

70

APPLICANT STATEMENT

NAME: _____

DATE OF RURAL CARRIER APPOINTMENT: _____

DATE OF RETIREMENT (IF RETIRED): _____

MAILING ADDRESS: _____

PHONE NUMBER: _____

APPLICANT SIGNATURE: _____

By signing, applicant certifies that the above information is correct and that eligibility is in accordance with established guidelines.

SIGNING FOR APPLICANT: _____

Name and Title

If the applicant cannot complete this statement, a state or local officer, or other responsible member may complete it at the discretion of the State Secretary.

STATE SECRETARY STATEMENT

This is to certify that insofar as a search of records is concerned, and insofar as it can be ascertained, the above applicant is eligible for receipt of the specified membership longevity award.

Send Award To: MEMBER ST SEC OTHER

Other Name: _____

Other Address: _____

STATE SECRETARY SIGNATURE: _____

FOR NATIONAL USE ONLY

AWARD APPROVED: _____ Date AWARD DENIED: _____ Date

NATIONAL OFFICER SIGNATURE: _____

_____ Title

Revised 2/2011

INSTRUCTIONS

ELIGIBILITY

1. Applicant must be a current member of the National Rural Letter Carriers' Association and must have been a member for all or the major portion of the 50/60/70 years.
2. Applicant must have completed:
 - (a) 50, 60, or 70 years of service as a rural letter carrier; **OR**
 - (b) A combination of 50, 60, or 70 years as a rural letter carrier and a retired carrier.
3. Application must be submitted using the official form or a reasonable facsimile.

APPLICANT STATEMENT

1. If the proposed recipient of the longevity award cannot complete the Applicant Statement section of the application, the State Secretary may complete it on the member's behalf. At the State Secretary's discretion, another state or local official or responsible member may complete the statement on the member's behalf.
2. The appropriate years of membership upon which the award is based must be checked.
3. The Applicant Statement should be signed where indicated by either the applicant or by the person who is signing for the applicant.
4. After completion of the Applicant Statement, the form must be forwarded to the State Secretary for verification and certification.

STATE SECRETARY STATEMENT

1. Upon receipt of the application, the State Secretary will verify the information provided based on available state records. By signing the application, the State Secretary certifies that the member is eligible to receive the specified membership longevity award.
2. The State Secretary will check the appropriate box indicating where the National Office should send the longevity award. If the "Other" box is checked, a name and address should be provided where indicated.
3. Upon completion of the State Secretary's section, the State Secretary should forward the application for final processing to the National Office at:

NRLCA
Attn: Assistant to the Secretary-Treasurer
1630 Duke Street
Alexandria, VA 22314-3467

Revised 2/2011

Upcoming Dates to Put On Your Calendar

Mail Count – February 7, 2015 thru February 28, 2015 (18 days)

March 15, 2015 – Spring Informational Meeting, Ramada at the Spokane Airport, 1PM-4PM, featuring two guest speakers from the “other” side of the house and other presentations. Hear all the latest information!

April 22-24, 2015 – Western States Conference, The Ocean View Resort, Seaside OR

This is YOUR chance to hear the National Officers give you the latest information on our contract, issues, etc. With only 100 people attending you also get to talk to them one-on-one. The WARLCA will reimburse up to \$225 to each member who attends all the business sessions. Ask your Region Committeeperson for the details!

May 19, 2015 – Last day for Counties to have their annual meeting.

May 3, 2015 – Retirement Seminar featuring Joni Montroy, former USPS Retirement expert and current NRLCA retirement expert to present “Understanding Your Postal Benefits & Pre-Retirement Planning.” Bring all your office (members, non-members, Clerks, Supervisors, Postmasters). WA members only \$20, all others \$40, includes the handouts. Held at the Red Lion at the airport, Sea-Tac, WA. Morning and Afternoon session to choose from.

May 20, 2015 – Our Agreement between the USPS and NRLCA ends

June 28-30, 2015 – State Convention at the Heathman Lodge, Vancouver, WA. Plan on becoming a delegate at your county meeting, and then attending this beautiful lodge for the state convention.

August 18-21, 2015 – National Convention at Reno, NV

Check out WARLCA.com for more information.

Washington State's Representatives

Suzan DelBene

District One

318 Cannon House Office Building
Washington DC 20515
Phone: 202-225-6311
Fax: 202-226-1606

Canyon Park Business Center
22121 17th Ave SE
Building E Suite 220
Bothell WA 98021
Phone: 425-485-0085
Fax: 425-485-0083

240 W. Montgomery St.
Mount Vernon WA 98273
Phone: 360-416-7879
Fax: 360-485-0083

Rick Larsen

District Two

2113 Rayburn House Office Building
Washington, DC 20515
Phone: 202-225-2605
Fax: 202-225-4420

119 North Commercial Street
Suite 1350
Bellingham WA 98225
Phone: 360-733-4500;
Toll Free: 800-562-1385
Fax: 360-733-5144

Wall Street Building,
2930 Wetmore Avenue, Suite 9F
Everett WA 98201
Phone: 425-252-3188;
Toll Free: 800-562-1385
Fax: 425-252-6606

Jaime Herrera Beutler

District Three

113 Longworth HOB
Washington DC
Phone: 202-225-3536
Fax: 202-225-3478

O.O. Howard House (Officers' Row)
750 Anderson St, Suite B
Vancouver WA 98661
Phone: 360-695-6292
Fax: 360-695-6197

Chehalis City Hall Building
350 N Market Blvd
Chehalis WA 98532

Dan Newhouse

District Four

1641 Longworth House Office Building
Washington, DC 20515
Phone: 202-225-5816
Fax: 202-225-3251

402 E. Yakima Ave
Suite #445
Yakima, WA 98902

Cathy McMorris Rodgers

District Five

203 Cannon House Office Building
Washington DC 20515
Phone: 202-225-2006
Fax: 202-225-3392

10 North Post, Suite 625
Spokane WA 99201
Phone: 509-353-2374
Fax: 202-225-3392

555 South Main St
Colville WA 99114
Phone: 509-684-3481
Fax: 202-225-3392

29 South Palouse St
Walla Walla WA 99362
Phone: 509-529-9358
Fax: 202-225-3392

Derek Kilmer

District Six

1429 Longworth House Office Building
Washington DC 20515
Phone: 202-225-5916

950 Pacific Ave. Suite 1230
Tacoma WA 98402
Phone: 253-272-3515

345 6th St
Bremerton WA 98337
Phone: 360-373-9725

332 E 5th St
Port Angeles WA 98632
Phone: 360-797-3623

2015 RESOLUTION FORM

CHECK APPROPRIATE BOX

- BINDING**
 NON-BINDING

The following Resolution was adopted at the 2015 Annual Meeting of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2015 State Convention in Vancouver, WA for consideration and appropriate action.

ISSUES

Check one:

- | | | |
|---|---|---|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> NRLCA CONSTITUTION |

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____

(b) Article _____ Section _____ Paragraph _____

- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____ Date Sent to State Sec/Treas _____
County Secretary

WARLCA STATE OFFICERS

PRESIDENT

Historian

Reneè Pitts

PO Box 1746

Orting, WA 98360-1746

Phone 509-315-7012

Renee.Cowan@nrlca.org

VICE PRESIDENT

Mariann Faulkner

7702—284th St NW

Stanwood, WA 98292-9500

Phone 425-308-1163

marifaulkner@wavecable.com

SECRETARY-TREASURER

Rural Carrier Health Insurance

Rebecca Wendlandt

2811 N Chase Ln

Liberty Lake, WA 99019-5002

Phone 509-710-7840

warlca@gmail.com

REGION 1

COMMITTEEPERSON

PAC Chair

Taralee Mohr

11303 211th Ave NE

Granite Falls, WA 98252-9148

Phone 425-238-4316

taralee101@yahoo.com

REGION 2

COMMITTEEPERSON

Nat. Gen. Ins. Representative

Dawn Ayers

7717 126TH ST E

Puyallup WA 98373-4879

Phone 253-468-2119

warlcaregion2@gmail.com

REGION 3

COMMITTEEPERSON

Provident Guild

PAC co-chair

Levi Hanson

418 S Tacoma St

Spokane, WA 99203-2258

Phone 509-280-8610

warlcaregion3@gmail.com

REGION 4

COMMITTEEPERSON

Joyce Patteson

385 Tibbling Road

Selah, WA 98942-9253

Phone 509-949-2510

jp.0401@hotmail.com

Seattle District NRLCA Stewards

District Representative

Seattle/Alaska District

Patrick Pitts

P.O. Box 96

Orting WA 98360-0096

Office: 360-893-9182

Cell: 509-280-7444

patrick.pitts@nrlca.org

Area of Assignment: 982

Also responsible for all stewards/
representatives in the Seattle District

Assistant District Representative

Monte Hartshorn

P.O. Box 321

Castle Rock WA 98611

509-315-7670

monte.hartshorn@nrlca.org

Area of Assignment: 980, 981, 984,
985, and 986

Assistant District Representative

Renee' Pitts

P.O. Box 1795

Orting WA 98360-1795

509-315-7012

renee.cowan@nrlca.org

Area of Assignment: 983

Assistant District Representative

Joyce Patteson

P.O. Box 1005

Selah WA 98942

509-580-0043

joyce.patteson@nrlca.org

Area of Assignment: 835, 988, 989,
993

Assistant District Representative

Jeff Taylor

P.O. Box 164

Greenacres WA 99016-0164

509-342-9387

jeffrey.taylor@nrlca.org

Area of Assignment: 838, 990, 991,
992

Area Steward

Janie Walla

PO Box 1763

Marysville WA, 98270-1763

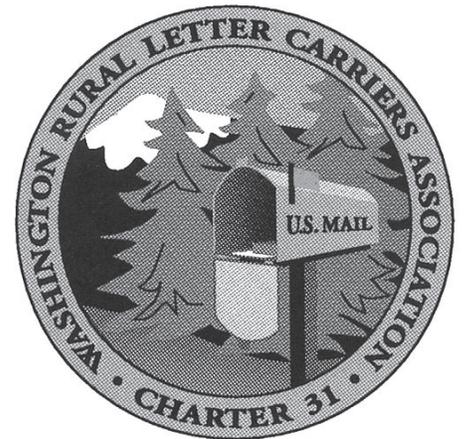
Phone 425-308-7305

thewallas@juno.com

Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

NonProfit Org.
U.S. Postage Paid
Blaine, WA
Permit #106

Change Service Requested



Where Service Begins With a Smile

Washington Rural Carrier

Upcoming Dates to Remember

Pay PAC or Send Check to PAC	Today
Mail Count	Feb 7-28, 2015
Western States Conference	April 22-24, 2015
Retirement Seminar	May 3, 2015
Last date for Annual County Meetings	May 19, 2015
2015 State Convention	June 28-30, 2015